

SIDE LETTER AGREEMENT AMENDING
THE MEMORANDUM OF UNDERSTANDING
BETWEEN EAGLES AND THE CITY OF MOUNTAIN VIEW
JULY 1, 2006 THROUGH JUNE 30, 2010

The City of Mountain View requested EAGLES to assist with the structural budget deficit. As part of these discussions, it was acknowledged that EAGLES had already agreed to forgo a cost-of-living increase and agreed to participate in the defined contribution plan. For Fiscal Year 2010-11, EAGLES also agreed to the City's plan to grant up to three paid days off in lieu of monetary merit increases.

EAGLES and the City of Mountain View have also negotiated a one-year extension (expiring on June 30, 2011) of the existing contract to expire on June 30, 2010, and the parties do agree and adopt this side letter agreement to the current Memorandum of Understanding (MOU) as follows:

- **PAID DAYS OFF**

Each employee represented by EAGLES will receive three paid days off (eight hours per day) (prorated for permanent part-time employees) on December 28, 29 and 30, 2010. Those members who are not able to take these specific days off because they are assigned to work will be allowed to take these days some other time during the same fiscal year. These days will not be carried over beyond the payroll fiscal year end of the fiscal year. Those employees who cannot take the days due to operational reasons that have been verified by supervisors/managers will be cashed out at the end of the payroll fiscal year.

- **RETIREES' HEALTH SAVINGS PLAN**

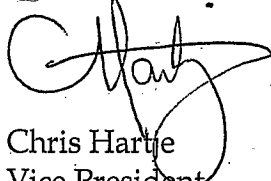
The City agrees to execute new plan documents to continue participation in a Retirees' Health Savings Plan for EAGLES members.

All other terms and conditions of employment established by the Memorandum of Understanding for July 1, 2006 through July 30, 2010 to remain status quo for the term of this extension.

EAGLES NEGOTIATING TEAM

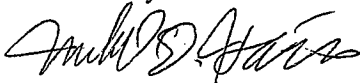


Beverly Stenson
President

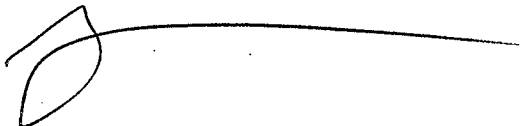


Chris Hartje
Vice President

Michael Harris
Secretary



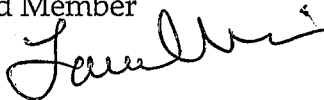
Jeff Goss
Treasurer



Mary Anne Thomas
Board Member



Lauren Merriman
Board Member



MB/7/MGR
612-07-14-10A^

CITY OF MOUNTAIN VIEW



Patty J. Kong
Finance and Administrative
Services Director



Max Bosel
Acting Human Resources Director